



**Responses to Inquiries
RFP 15-01
Internal Investment Management Feasibility Study**

1. Has such a feasibility study been conducted in the past? If so, when and are we able to see a copy of that report?

Answer: This is the first study of this type sponsored by INPRS.

2. The comprehensive nature of this feasibility study could run into hundreds of thousands of dollars to complete. Is there an allocated budget for this feasibility study? Are you able to share the range of budgeted dollars for the study?

Answer: There is no fixed budget for this study. Given the unique nature of the study and the value of the strategic information it will provide to INPRS, the organization is not deterred by a specific fee so long as the final deliverable presents a complete and thorough analysis with a conclusive recommendation specific to INPRS. We encourage respondents to present fees associated with significant milestones/stages of the analysis.

3. Would you be willing to work with the hired consultant to scope the project in order to fit within the allocated budget?

Answer: Finalist will be involved in discussions to reconcile the scope to any budgetary concerns.

4. The proposal states that the consultant must acknowledge that they are acting in a fiduciary capacity for this assignment. However, the tasks would involve consultants from various other practices other than investment consulting - compensation, talent management, etc. Does the fiduciary condition extend to these as well?

Answer: INPRS expects such consultants to be subject to the duty of care and loyalty (i.e., act solely in INPRS' best interest in performance of such engagement).

5. Are you willing to negotiate a limit of liability for those practices not covered under the fiduciary rule?

Answer: INPRS requests such contractual clarifications be included in Consultant's RFP response and INPRS will consider such matters within the totality of the Consultant's proposal.

6. The firm does not disclose our financial statements. Our firm is part of a publicly traded company. Would it be acceptable if we were to provide INPRS with our parent company's publically available financial statements?

Answer: Yes.

7. The RFP states that certain essential clauses are non-negotiable. Section 13 in the Investment Consulting Agreement regarding Consultant's indemnification is, in our opinion, overly broad. Our typical position on indemnity is, to the extent that we are to indemnify you under the contract, our indemnity obligations are only triggered as to third party claims and to the extent the underlying item was caused by our own breach of agreement. The indemnity will only apply to the extent we received timely notice. We will control the legal defense. Please let us know whether we will have the opportunity to consider mutually agreeable language, notwithstanding the fact it is one of your listed essential clauses.

Answer: INPRS requests such contractual clarifications be included in Consultant's RFP responses and INPRS will consider such matters within the totality of the Consultant's proposal.

8. Has INPRS conducted a staff compensation study during the past three years? If yes, would the report be available for the successful bidder to use during this project?

Answer: Yes, the report will be available to the successful bidder.

9. Does INPRS currently have an executive search firm under retainer for recruitment of investment staff? If yes, would they be made available to consult with the project team during this project?

Answer: No search firm is under retainer.

10. Is INPRS able to provide us with an organization chart? Names are not important, just roles and lines of reporting. This will help us determine the number of interviews that are needed.

Answer: The Investment Department organizational chart is attached.

11. We noticed that the section numbering under the list of essential clauses beginning on page 22 does not match the actual section numbering in the Investment Consulting Agreement. Will INPRS provide a sample contract that lines up with the section numbering on page 22?

Answer: Attached is the correct essential clauses section that relates to the Investment Consulting Agreement.